

Background Info for June 18 Regionalism Calls

In June 2019, Corporation for a Skilled Workforce, on behalf of the State Board, began an evaluation of the Regional Plan Implementation investments. The evaluation was designed to be developmental and formative, enabling learnings to be used to modify policies or shift approaches.

For the past year, the evaluation team has been focused on reviewing the Regional Coordination and Alignment Indicators (below for your reference) and the self-assessments submitted as part of the Two-Year Plan Update process, meeting with the Local Workforce Development Board Directors in each Regional Planning Unit, and attending in-person Technical Assistance meetings of regional staff. While the evaluation runs through December 31st, the team recently provided the State Board with observations and initial findings that are relevant to the 4-Year Plan process, how to best use the regional indicators in connection to the Regional Plans, and moving from process measures to shared outcome goals. The main idea involves trying to shift from process measures focused on how regions are expected to behave to shared outcome goals that allow greater flexibility for regions in determining how to get there. CSW observations provided to the State Board include:

- Re-articulating the overarching vision (better jobs/higher wages) and how regionalism is a key strategy for getting there.
- Using 4-year planning cycle to redefine the relationship with the RPUs so that it is more of a dialogue and a collaboration, leading to a unique partnership with each region.
- Shifting from a focus on multiple process measures to a focus on a small number of critical outcome measures related to that overarching goal; soliciting input from the field.

The goal of the June 18 calls is to have a dialogue about how we get to better jobs and higher wages and to solicit input from the field about how best to move forward on regionalism, what the State Board can do to support regions getting to the endgame and how the current lay of the land impacts progress forward.

Regional Coordination and Alignment Indicators

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan: demand driven skills attainment, upward mobility and equity for individuals with barriers to employment, and system alignment.

The Regional Coordination and Alignment self-assessment will be used to determine progress made to date in regional planning unit (RPU) workforce plan implementation and allow the State to assess in aggregate all RPU efforts underway. Additionally, the initial self-assessment will be used for subsequent assessment of regional coordination and alignment throughout the duration of regional plan implementation. The following are the Regional Coordination and Alignment Indicators:

Demand Driven Skills Attainment Indicators

- *Indicator A:* Region has a team that jointly convenes industry and is led by Industry Champions
- *Indicator B:* Region has shared industry sector focus and pools/shares resources to meet demand in the region
- *Indicator C:* Region has a process to communicate industry workforce needs to supply-side partners.
- *Indicator D:* Region has policies supporting equity and strives to improve job quality

Upward Mobility and Equity for Individuals with Barriers to Employment Indicators

- *Indicator E:* Region has shared target populations of emphasis
- *Indicator F:* Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
- *Indicator G:* Region utilizes shared/common case management and capacity building strategies such as co-enrollment, professional development, to develop shared responsibility for providing services and ensure quality outcomes

System Alignment Indicators

- *Indicator H:* Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes
- *Indicator I:* Region has created formalized structures for decision-making
- *Indicator J:* Region has developed a process for evaluating performance that includes, but may not be limited to:
 - ✓ Qualitatively evaluating progress towards meeting regional industry and occupational demand.
 - ✓ Tracking the number of Industry-Recognized Credentials and Apprenticeships
 - ✓ Aligning negotiated performance measures to regional Indicators, and
 - ✓ Using the Indicators of Regional Coordination and Alignment to evaluate progress.